SIAST
SASKATCHEWAN INSTITUTE OF APPLIED SCIENCE AND TECHNOLOGY

1997 Visible Minority Graduate Employment Statistics Report

Prepared by:

SIAST Planning, Research and Development Division and the SIAST Education Equity Program

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VISIBLE MINORITY GRADUATE

EMPLOYMENT STATISTICS

REPORT

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EXECUTIVE SUMMARY

The major findings of the 1997 Visible Minority Graduate Employment Survey are as follows:

- Of 1,757 graduates, 136 indicated they were members of a **Visible Minority** for a **response rate of 8%**.
- Just under **65%** of respondents indicated **Employment in this field** as the reason for completing the program.
- **Ninety-four percent** indicated the **program had met their expectations**.
- Of the graduates responding, almost **63% rated the quality of training as either Very Good or Excellent**.
- **Eighty-five percent** indicated they were **working** (Employment Rate) at the time of the survey. (86% for Non-Visible Minority graduates responding)
- Of the labour force (employed and unemployed), **93%** were employed (**Labour Force Employment Rate**). (93% also for the Non-Visible Minority labour force)
- The **Unemployment Rate** (unemployed/labour force) was **7%**. (9.4% for Non-Visible Minority graduates)
- Of the employed graduates, **82% indicated full time employment**. (85% for Non-Visible Minority graduates)
- **Mean monthly salary** in a full time training related job for Visible Minority graduates was **$1,800**. ($1,722 for Non-Visible Minority graduates)
- **Eight percent** indicated they were **self employed**. (5% for Non-Visible Minority graduates responding)
- **Seventy percent** were **in a training related occupation**. (83% for Non-Visible Minority respondents)
- Of the non-working respondents, **62%** indicated they **had worked at some time** since graduation. (60% of Non-Visible Minority)
- Gender breakdown of Visible Minority graduates responding was **50% Male**, **50% Female**.
- **Average age** was **25.4 years**. (25.1 for Non-Visible Minority respondents)
- **Nine percent** indicated they were persons with a **Disability**.

INTRODUCTION

OBJECTIVE

The objective of this report is to provide information on Visible Minority graduates who have completed a certificate or diploma program at the Saskatchewan Institute of Applied Science and Technology. Comparison with Non-Visible Minority graduates is also included.

DEFINITION OF VISIBLE MINORITY

The survey questionnaire included a definition of Visible Minority. The definition of Visible Minority is any group of persons, with the exception of aboriginal people, that is visibly distinguishable from the majority of Canadians on the basis of race, religion, skin colour, national or ethnic origin.

SCOPE

The 1997 Graduate Employment Survey, on which the Visible Minority Graduate Employment Statistics Report is based, collected data on 1996-97 graduates from the Saskatchewan Institute of Applied Science and Technology (SIAST) campuses: Kelsey in Saskatoon; Palliser in Moose Jaw; Wascana in Regina; and Woodland in Prince Albert and Meadow Lake.

The programs surveyed for the 1997 Graduate Employment Survey included certificate and diploma programs offered both on-campus and off-campus. Programs not included in the survey were Apprenticeship, Saskatchewan Skills Development, upgrading, employer-based or other special programs. Also, new programs that had not yet produced graduates were not included. Most graduates completed their programs in the spring and were surveyed six months later in December. For this report only, data from the on-campus programs were used. This was done to allow consistent comparison with previous years. In July 1998, the program divisions at SIAST were re-aligned. For this study and in comparing the results with those in 1996, the programs are positioned in the divisions in the 1997 program structure at SIAST. For future reports, programs in the five divisions in 1997 will be identified in six new divisions.

PROCEDURE

Registrars at the four SIAST campuses supplied the lists of graduates with telephone numbers and mailing addresses. SIAST Planning, Research and Development Division contacted program heads for confirmation and update of the contact information. NorSask Consumer Interviewing Ltd. of Saskatoon was contracted to contact graduates by telephone and ask them to answer the survey questions. This was done in January 1998. Once the survey was performed, the database was forwarded to SIAST Planning, Research and Development Division where an additional follow-up by mail was conducted to maximise the response rate. The data was then cleaned and sorted into Visible Minority and Non-Visible Minority responses. From this the results were tabulated and analysed to obtain the information for this report.

RESPONSE

The Graduate Employment Survey did not use random sample methodology. All graduates, as defined above, were surveyed and a percentage of this population responded. Effort was made to ensure at least a 50% response rate of graduates from each program. The results presented here are based on these respondents. It should be noted that the results relate to the respondents' situation at the time of the survey only - approximately six months after graduation.

REPORT FORMAT

The report is written following the format of the survey questionnaire. Each question is listed with the results following. Wherever relevant, historical data from the previous year is provided for comparison. Also provided for comparative purposes are the results from the Non-Visible Minority graduates. Appendix A contains a list of references.

ENROLMENT - RESPONSE

Visible Minority student participation at SIAST is monitored by the SIAST Education Equity Program. The Visible Minority student population has been monitored for three years. Students are requested to identify if they are a member of a Visible Minority when they register for their program of study.

ENROLMENT

For the 1996-97 academic year, 2% of students enrolled at SIAST for on-campus certificate and diploma programs regarded themselves as members of a Visible Minority. Wascana Campus had the highest concentration of Visible Minority students with 2%. Woodland Campus had the lowest with less than 1% of the student population. Compared to 1996, Visible Minority enrolment has increased at two of the four campuses.

Table 1: Visible Minority Enrolment as a Percentage of Total Enrolment

	1997 Total Enrolment #	1997 Visible Minority Enrolment #	1997 Visible Minority Enrolment %	1996 Visible Minority Enrolment %
Kelsey Campus	1353	23	1.7	2.0
Palliser Campus	1695	30	1.8	1.6
Wascana Campus	1492	34	2.3	1.5
Woodland Campus	869	2	0.2	0.2
Total	5409	89	1.6	1.4

RESPONSE

The 1997 Graduate Employment Survey was distributed to graduates from both on-campus and off-campus programs. There were 2,546 on-campus graduates. 1,757 responded for a total on-campus response rate of 69%. Of the 1,757 respondents, 136 indicated they were members of a Visible Minority, resulting in an 8% Visible Minority response rate. All four campuses indicated an increase in respondents who identified as Visible Minority. Wascana Campus had the highest proportion of Visible Minority respondents with 9.3%. Table 2 shows all of the response rates.

Table 2: Visible Minority Response

	1997 Total Response #	1997 Visible Minority Response #	1997 Visible Minority Response %	1996 Visible Minority Response %
Kelsey Campus	494	34	6.8	4.8
Palliser Campus	451	32	7.1	2.9
Wascana Campus	593	55	9.3	4.4
Woodland Campus	219	15	6.8	4.2
Total	1757	136	7.7	4.1

The 1995 total response rate for those who identified as Visible Minority was 5.4%.

The following pie chart illustrates the breakdown of the 136 responding Visible Minority graduates in terms of which campus they graduated from. Over two-thirds of the Visible Minority graduates responding to the survey came from Kelsey, Palliser and Wascana Campuses.

Figure 1: Visible Minority Graduates Responding by Campus (n=136)

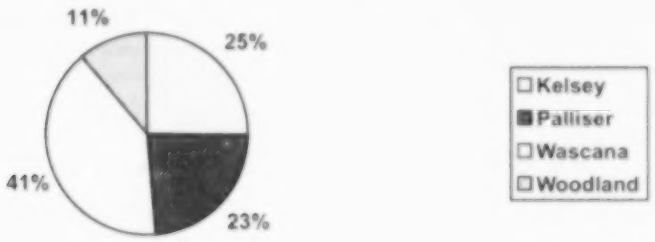
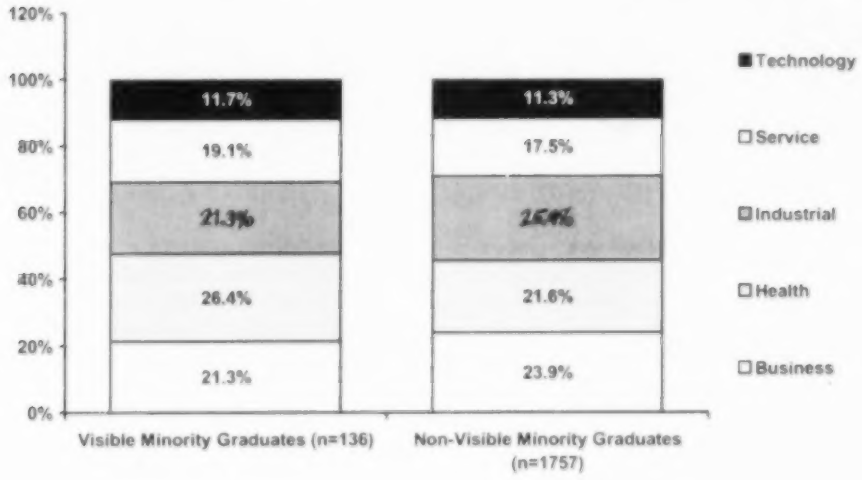


Figure 2 illustrates the distribution of Visible and Non-Visible Minority respondents by Division. As mentioned in the introduction, programs are listed according to the program structure of 1997. The distribution of Visible Minority graduates closely follows the distribution for Non-Visible Minority graduates. Visible Minority students were present in all divisions.

Figure 2: Graduates Responding by Division



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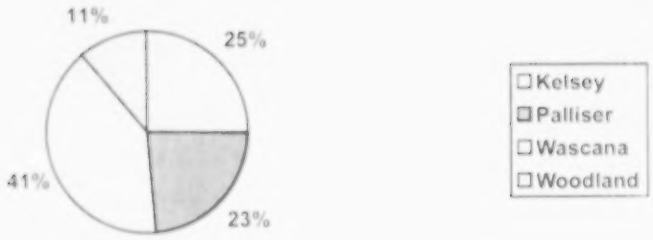

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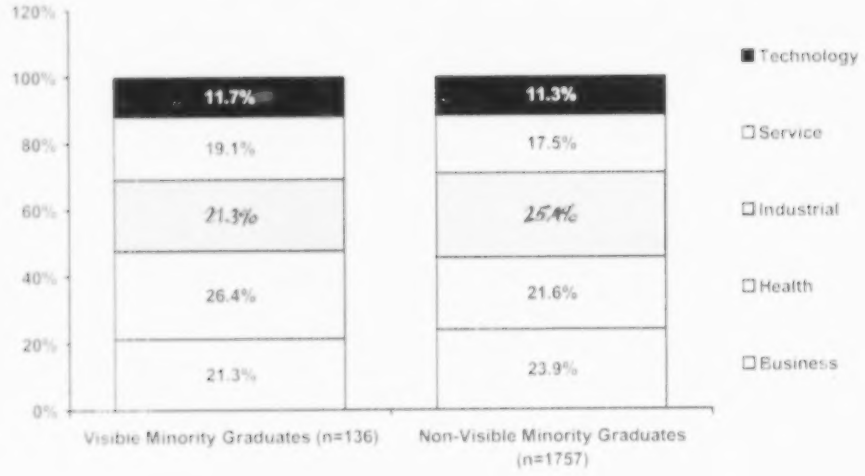


PROGRAM INFORMATION

QUESTION 1 What is the name of the program you graduated from?

QUESTION 2 What SIAST Campus did you attend?

PROGRAM OF STUDY

Graduates were asked to indicate the name of the program and the campus they attended. Table 3 lists the number of Visible Minority respondents in each program categorized by campus and division. The programs with the highest number of Visible Minority respondents were the Office Education, Diploma Nursing and Psychiatric Nursing programs offered at Wascana Campus (8 respondents).

Table 3: Visible Minority Graduates Responding by Program

Campus	Division	Program Name	Visible Minority Respondents
Kelsey	Health	Certified Combined Technician	2
		Diploma Nursing	3
	Industrial	Agriculture Machinery Technician	1
		Auto Body Technician	1
		Heavy Equipment Mechanics	2
		Industrial Mechanics	1
		Parts Management Technician	1
		Power Engineering	2
		Welding	3
	Service	Early Childhood Development	2
		Hotel & Restaurant Administration	2
		Recreation and Leisure Diploma	1
		Rehabilitation Worker – certificate	1
		Rehabilitation Worker – diploma	2
		Retail Meat Cutting	2
		Youth Care Worker	1
	Technology	Biotechnology	1
		Chemical Technology	1
		Computer Systems Technology	1
		Industrial Electronics Technology	1
		Mechanical Engineering Technology	2
		Veterinary Technology	1
	Total		34
Palliser	Business	Accountancy	3
		Administration	4
		Computer Information Systems	2
		Marketing	5
		Human Resource	1
		Office Education	2
	Industrial	Automotive Service Technician	1
		Carpentry	1
		Electrician	1
		Electronics Service Technician	2
		Welding	1
	Technology	Architectural Engineering Technology	1
		Computer Aided Design and Drafting Tech	2
		Electrical Engineering Technology	1
		Electronics Engineering Technology	1
		Instrumentation Engineering Technology	2
		Surveying Engineering Technology	1
	Service	Professional Cooking	1
	Total		32

Campus	Division	Program Name	Respondents
Wascana	Business	Office Education	8
	Health	Dental Assisting	3
		Dental Hygiene	1
		Diploma Nursing	8
		Emergency Medical Technician	6
		Health Record Technology	1
		Practical Nursing	4
		Psychiatric Nursing	8
	Industrial	Auto Body Technician	2
		Automotive Service Technician	2
		Electronic Communications Technician	2
		Machine Shop	2
		Welding	1
	Service	Applied Photography	2
		Early Childhood Development – certificate	3
		Early Childhood Development – diploma	1
		Graphic Arts Production	1
	Total		55
Woodland	Business	Accounting Clerk	1
		Administration – certificate	1
		Administration : Accountant	1
		Office Education	1
	Industrial	Carpenter: Pre-employment	1
		Electrician	1
		Electronics Service Technician	1
	Technology	Integrated Resource Management	1
	Service	Chemical Dependency Worker	1
		Cosmetologist: Pre-employment	2
		Early Childhood Education – certificate	1
		Early Childhood Education – diploma	1
		Professional Cook: Pre-employment	2
	Total		15
Total			136

QUESTION 3 Which of the following best describes your reason for completing this program?

REASON COMPLETED PROGRAM

Graduates were asked for the primary reason for completing their program of study. All 136 Visible Minority graduates answered this question. As Table 4 indicates, 65% stated *Employment in this Field* as the reason; 29% indicated a *Change of Career*; 12% said it was *Update of Job Skills*, and 5% had *Other Reasons*. The distribution for Non-Visible Minority graduates follows a similar pattern. Similar to last year, a larger portion of Visible Minority graduates indicated *Employment in this Field*.

Table 4: Reasons for Completing Program

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates		1996 Non-Visible Minority Graduates	
	#	%	#	%	#	%	#	%
Update of Job Skills	12	8.8	9	13.4	232	13.3	247	16.0
Change of Career	29	21.3	15	22.4	372	21.3	315	20.4
Employment in this Field	88	64.7	36	53.7	1077	61.8	883	57.2
Other Reasons	7	5.1	7	10.4	62	3.6	100	6.5
Total	136	100.0	67	100	1743	100.0	1545	100.0

QUESTION 4 Did the training program meet your expectations?

PROGRAM MET EXPECTATIONS

94% of Visible Minority graduates responding, (128 of 136) indicated the training program had met their expectations. This percentage compares with 91% of Non-Visible Minority graduates (1602 of 1757) who said the program had met their expectations.

QUESTION 5 Can you rate the overall quality of the training you received on the following scale: Excellent, Very Good, Good, Poor, Very Poor ?

TRAINING QUALITY

Graduates were asked to rate the overall quality of the training they had received on a scale from *Excellent* to *Very Poor*. Both Visible and Non-Visible Minority graduates continued to rate their program highly. As can be seen in Table 5, 13% of Visible Minority graduates and 17% of Non-Visible Minority graduates rated their program *Excellent*. 63% of Visible Minority graduates said *Very Good* or *Excellent*. This compares with over 69% of Non-Visible Minority graduates.

Table 5: Overall Quality of Training

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Excellent	18	13.2	9	13.4	305	17.4
Very Good	68	50.0	33	49.3	907	51.9
Good	43	31.6	23	34.3	485	27.7
Poor	7	5.1	2	3.0	45	2.6
Very Poor	0	0	0	0	7	.4
Total	136	100.0	67	100.0	1749	100.0

EMPLOYMENT INFORMATION

QUESTION 6 How many employment opportunities have you applied for since completing your training program?

APPLICATIONS

Graduates were asked to indicate the number of employment opportunities they had applied for since completing their program. The average number of opportunities Visible Minority graduates applied for was 15. In comparison, for Non-Visible Minority graduates this number was 11. The previous year had Visible Minority graduates applying on average for 18 opportunities and Non-Visible Minority graduates applying on average for 16.

An additional statistic not subject to extreme values is the median. In 1997, the median for both Visible Minority graduates and for Non-Visible Minority graduates was 4. What this means is over 50% of Visible Minority respondents said they applied for 4 or less opportunities. Last year, the median was 5 for both Visible Minority and Non-Visible Minority graduates.

QUESTION 7 How many employment interviews have you had?

INTERVIEWS

Graduates were asked for the actual number of interviews they participated in. The average number for Visible and Non-Visible Minority graduates was 3.

QUESTION 8 Are you presently employed?

WORKING STATUS

Statistics Canada defines the Employment Rate as the *Employed to Population ratio*. Of the 136 Visible Minority respondents to this question, 115 (85%) indicated that they were working either full time, part time or casual. Of the 1,749 Non-Visible Minority graduates responding, 1504 (86%) indicated they were working.

Statistics Canada defines the Labor Force as those *Employed and Unemployed*, excluding those who are not looking for work (Not In the Labor Force). Using the Labor Force statistics, the Labor Force Employment Rate for Visible Minority graduates is 93%. For Non-Visible Minority graduates, the Labor Force Employment Rate is also 93%. Table 6 summarizes this information.

Table 6: Working Status

	1997 Visible Minority Graduates	1996 Visible Minority Graduates	1997 Non-Visible Minority Graduates
Employed (working)	115	57	1504
Not Employed (not working)	21	10	242
Unemployed (looking for work)	12	5	112
Labor Force (employed + unemployed)	127	62	1616
Total Population (responses)	136	67	1757
Employment Rate (employed / responses)	84.6	85.1	85.8
Labor Force Employment Rate (empl. / labor force)	93.4	91.9	93.0

QUESTION 9 What is your current primary job title?

QUESTION 10 What is the company name of your employer?

JOB TITLE and EMPLOYER

The survey questionnaire asked graduates to indicate their job title and the name of the employer they were working for. The following table lists the campus, program name, job title and employer name alphabetically for Visible Minority graduates.

Table 7: Job Title and Employer (Visible Minority Respondents Only)

Campus	Program Name	Job Title	Employer
Kelsey	Agriculture Machinery Technician	- Service Technician	J and D Equipment
	Biotechnology	- Research Technician	University of Saskatchewan
	Computer Systems Technology	- Support Analyst	B.D.M. Information Systems
	Diploma Nursing	- Registered Nurse	Cudworth Nursing Home
		- Registered Nurse	Salvation Army Nursing Home
		- Registered Nurse	St. Paul's Hospital
	Early Childhood Education	- Special Needs Aide	Rainbow Castle Child Development Society
	Heavy Equipment Mechanics	- Service Mechanic	Farm & Garden Centre
	Hotel & Restaurant Administration	-Supervisor	Manchee Wok
		- Cook	The Carardoir
	Industrial Electronics Technology	- Field Electronics Tech	Western Canada Lottery Corporation
	Industrial Mechanics		L.E. Matchett (Warehouse)
	Mechanical Engineering Technology	- Inside Chemical Salesman	Eagle Pump Compressor
	Parts Management Technician	- Parts Person	Weyburn Agro Sales
	Power Engineering	- Boiler Operator	University of Saskatchewan
	Rehabilitation Worker	- Intervener	Canadian Deaf, Blind & Rubella Association
		- Care Staff and Substitute Teacher Associate	Elmwood Lodge
		- Consultant/Facilitator	Self Employed
	Retail Meat Cutting	- Meat Cutter	Gary's Meats
		- Meat Cutter	Northwest Stores
	Veterinary Technology	- Animal Health Technologist	Animal Clinic of Regina
	Welding	- Welder	GLM Tanks
		- Welder	Hitachi Canada Industries
		- Welder – Fabricator	Industrial Welding Co. Ltd.
	Youth Care Worker	- Child & Youth Care Worker	Alberta Bosco Homes
Palliser	Architectural Engineering Technology	- Architectural Technologist	Stone Hutchinson Architects Ltd.
	Automotive Service Technician	- Mechanic	Al-Mar Auto Repair
	Business: Accountancy	- Junior Accounting Technician	Meyer Norris Renny Company
		- Business Development Advisor	Philip J. Symchy Consulting & Communications
	Business: Administration	- Office Manager	The Partnership
	Business: Computer Information Systems	- Systems Manager	Battlefords & District Coop
		- Programmer Analyst	ISM
	Business: Marketing	- Sales Clerk	Agnew Shoes
		- Assistant Manager and Co-owner	Big Valley Outfitters
		- Manager Trainee	Echo Valley Irrigation
	Computer Aided Design and Drafting Technology	- Draftsperson	Dutch Industries Ltd.
			Midwest Surveys
	Electrician	- Apprentice	Sun Electric
	Electronics Engineering Technology	- Support Technician	Saskatchewan Wheat Pool

Campus	Program Name	Job Title	Employer
Palliser	Electronics Service Technician	- Cable T.V. Technician	Cogeco Cable Estevan
		- Electronics Service Technician	SaskTel
	Instrumentation Engineering Technology	- Junior Instrumentation Technologist	Cameco Corporation
		- Application Sales	Septre Controls
	Office Education	- Full time Coop Student	RCMP
	Carpentry	- Contractor	Moskoway Construction
	Surveying Engineering Technology	- Survey Party Chief	Stuart Surveying
	Welding	- Welder	Universal Industries
Wascana	Dental Assisting	- Certified Dental Assistant	Dr. Derworiz
		- Certified Dental Assistant/Receptionist	Dr. J.D. Henderson
		- Dental Assistant	Melfort Dental Group
	Dental Hygiene	- Dental Hygienist	Dr. Blue
	Diploma Nursing	- Registered Nurse	Bowview Manor Nursing Home
		- Registered Nurse	North Central, Pasqua & Prince Albert Health Districts
		- Registered Nurse	Pioneer Village
		- Registered Nurse	Regina Health District
		- Registered Practical Nurse/RN	Regina Health District
		- Registered Nurse	Valley View Centre
	Early Childhood Education	- Daycare Operator	More Child Care
		- Preschool Teacher	Self Employed
		- Child Care Worker	Transcona Park Childcare Co-op
	Electronic Communications Technician	- Technician	Comtech
	Emergency Medical Technician	- Emergency Medical Technician	South East Health District
	Health Record Technology	- Research Officer	Saskatchewan Health
	Office Education	- Medical Secretary	Dr. McDougall
		- Clerical Receptionist	Industrial Temp Services
		- Secretary	Jay's Moving and Storage
		- Clerk Typist	Municipal Government
		- Receptionist/Chiropractor Assistant	Palisadics Chiropractor Clinic
		- Data Entry Clerk	Quadra Group Partnership
	Practical Nursing	- Licensed Practical Nurse	Regina Health District
		- Licensed Practical Nurse	William Booth Special Care Home
	Applied Photography	- Business Owner/Partner	L.M. Photography
	Automotive Service Technician	- Apprentice	Kapell Agrimotive
		- Heavy Equipment Mechanic	Pervical Mercury Sales
	Graphics Arts Production	- Format Printer	Azon Canada
	Machine Shop	- Apprentice	Brandt Industries Ltd.
		- Apprentice	Dutch Industries
	Psychiatric Nursing	- Registered Psychiatric Nurse	Herb Bassett House
		- Psychiatric Nurse	Phoenix Residential Society
		- Residential Services Worker	Public Board of Education
		- Sub Assit – Special Needs Students	Salvation Army House of Concord
		- Youth Worker	
		- Nurse	Saskatchewan Hospital
	Welding	- Apprentice	Glen's Grain Vac Services

Campus	Program Name	Job Title	Employer
Woodland	Accounting	- Bookkeeper	Prince Albert Grand Council
	Business Administration: Accountant	- Data Entry Clerk	
	Cosmetologist: Pre-employment	- Hair Stylist	Hairstyle Inn
	Early Childhood Education	- Daycare Worker	SIAST
		- Teacher Associate	P.A. Public School Board
	Integrated Resource Management	- G.P.S. Technician	J. Boon Environment Consolidating Services
	Chemical Dependency Worker	- Home & School Counsellor	Northern Lights School Division
	Electrician	- Apprentice	Flyers Electric
	Electronics Service Technician	- Electronics Service Technician	Tricom Electric
	Professional Cook: Pre-employment	- Chef	Country Kitchen
		- Breakfast Cook	Ramada Hotel
TOTAL		115	

QUESTION 11 Can you tell me the city or town closest to where you work?

EMPLOYMENT LOCATION

Table 8 compares the responses between Visible and Non-Visible Minority graduates for their location of employment. It is significant to note that in 1997 the percentage of both Visible Minority and Non-Visible Minority who indicated Regina or Saskatoon as the closest city had risen slightly. In comparing the 1996 and 1997 Visible Minority percentages, it is equally significant to note that in Saskatoon the percentage has dropped from 30.4% (1996) to 16.2% (1997) yet the actual number of Visible Minority graduates rose from 17 to 22. The City of Regina continues to account for most of the graduates' location of employment.

Table 8: Location of Employment

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates		1996 Non-Visible Minority Graduates	
	#	%	#	%	#	%	#	%
Regina	41	30.1	17	30.4	441	29.3	352	27.4
Saskatoon	22	16.2	17	30.4	381	25.3	317	24.7
Prince Albert	9	6.6	6	10.7	109	7.2	113	8.8
Moose Jaw	4	2.9	1	1.8	68	4.5	57	4.4
Other Saskatchewan	31	22.8	12	21.4	404	26.8	357	27.8
Other Province	8	5.9	2	3.6	80	5.3	84	6.5
Other Country			1	1.8	4	0.3	4	0.3
Total	115	100.0	56	100.0	1504	100.0	1284	100.0

QUESTION 12 Is your location of employment on an Indian reservation?

Of the 115 employed Visible Minority respondents, two indicated they were employed on an Indian reservation.

QUESTION 13 Is your employer an: Aboriginal organization, Aboriginal owned business, Aboriginal operated business or a Government agency whose prime focus is Aboriginal people, None of these?

ABORIGINAL EMPLOYER

Of the 136 Visible Minority respondents, two indicated their employer was of the above selections.

QUESTION 14 Can you tell me your monthly or hourly salary before deductions?

SALARY

The question provided a means to answer in either an hourly or a monthly salary figure. In the analysis, the data was filtered to include only those respondents **employed full time in a training related occupation** and converted into a monthly figure. This was done to allow comparison with previous years. Self employed respondents working full time in a training related occupation were also included. The mean Visible Minority salary was higher than the Non-Visible Minority salary. Table 9 compares the salaries for Visible Minority and Non-Visible Minority graduates.

Table 9: Full Time Training Related Monthly Salary Comparison

	1997 Visible Minority Graduates $	1996 Visible Minority Graduates $	1997 Non-Visible Minority Graduates $	1996 Non-Visible Minority Graduates $
Minimum	750	803	700	800
Maximum	3857	3000	5850	6300
Mean	1800	1574	1858	1755
Median	1650	1463	1750	1575

QUESTION 15 On average, how many hours per week do you work in total? Is it: Less than 30 hours , 30 hours or more?

FULL TIME/ PART TIME

By answering *Less than 30 hours* the respondent was indicating part time employment. If *30 hours or more* was selected the respondent was working full time. Table 10 compares the Visible Minority response to the Non-Visible Minority response. Of the 115 employed Visible Minority respondents, 82% indicated they were full time employed. This percentage is slightly lower than the Non-Visible Minority where 84% indicated full time employment and about the same as last year's Visible Minority Full Time percentage.

Table 10: Full Time / Part Time Employment

	1997 Visible Minority Graduates #	%	1997 Non-Visible Minority Graduates #	%	1996 Visible Minority Graduates #	%
More than 30 Hours per week (Full Time)	77	81.9	1255	84.1	46	82.1
Less than 30 Hours per week (Part Time)	17	18.1	238	15.9	10	17.9
Total	94	100.0	1493	100.0	56	100.0

QUESTION 16 How many jobs do you currently hold?

JOBS HELD

For this question, there was no distinction between the type of jobs held. Respondents could be full time employed, part time employed, or any combination of the two. The average number of jobs Visible and Non-Visible Minority graduates held was 1.

QUESTION 17 Are you Self Employed?

SELF EMPLOYED

Of the 136 Visible Minority graduates, 11 (8%) indicated they were self employed. Five percent of the 1,757 Non-Visible Minority graduates indicated they were self employed.

QUESTION 18 Is this self employment Full Time or Part Time?

SELF EMPLOYED FULL TIME PART TIME

Three of the eleven self employed Visible Minority respondents indicated they were self employed on a full time basis. Eight indicated part time self employment.

QUESTION 19 Which of the following reasons best describes why you are self employed: Wish to have own business, Family responsibilities, Can work and continue training, No other jobs available, Other reasons?

REASON SELF EMPLOYED

For Visible Minority and Non-Visible Minority graduates the most popular reason for becoming self employed was *Wish to have own business*. Table 11 lists the reasons for being self employed for both Visible Minority and Non-Visible Minority graduates.

Table 11: Reasons for Being Self Employed

	1997 Visible Minority Graduates		1997 Non-Visible Minority Graduates		1996 Visible Minority Graduates	
	#	%	#	%	#	%
Wish to have own business	6	54.5	44	52.4	2	22.2
Family responsibilities	2	18.2	9	10.7	1	11.1
Can work and continue training	1	9.1	7	8.3	1	11.1
No other jobs available	1	9.1	4	4.8	3	33.3
Other reasons	1	9.1	20	23.8	2	22.2
Total	11	100.0	84	100.0	9	100.0

QUESTION 20 Is your present or primary job directly related to the education and training you received in your program?

TRAINING RELATED EMPLOYMENT

Of the 115 Visible Minority graduates who found employment, 70% responded that the work they are doing is directly related to the training they received (i.e. requiring all or some of the skills gained in their training program). This percentage compares lower than the percentage of Non-Visible Minority graduates, which was 83%.

QUESTION 21 How many weeks after completing your program was it before you got your first training related job offer?

WEEKS BEFORE FIRST TRAINING RELATED JOB OFFER

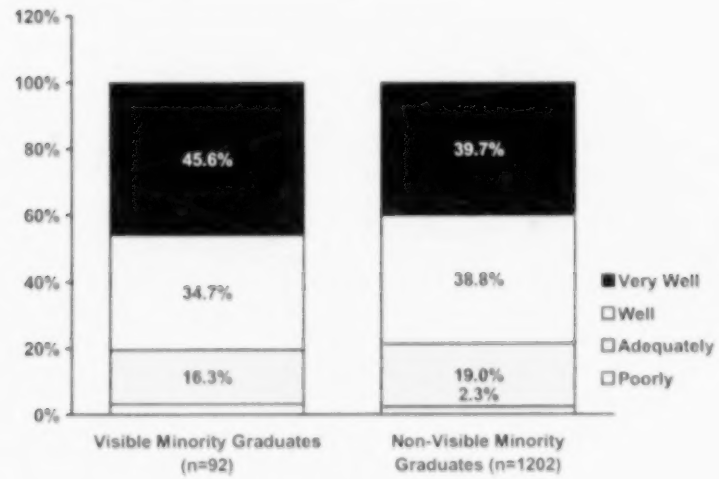
On average, the Visible Minority graduate took slightly longer to find a training related job than the Non-Visible Minority graduate. For the Visible Minority graduates, 5 weeks passed on average before they received their first training related job offer. For Non-Visible Minority graduates, 4 weeks passed on average.

QUESTION 22 On the following scale, how well did the training program prepare you for a job in a related field: Very Well, Well, Adequately, Poorly?

PROGRAM PREPARATION FOR TRAINING RELATED JOB

Of the 92 employed, Visible Minority respondents to this question, 46% said *Very Well*, 35% indicated *Well* and 16% said *Adequately* when asked how well the training program prepared them for a training related job. Eighty-one percent of employed, Visible Minority respondents indicated that the training program prepared them for a job in a related field as *Well* or *Very Well*. This is higher than Non-Visible Minority graduates, where 79% of employed respondents indicated *Well* or *Very Well*. Figure 3 illustrates the two groups.

Figure 3: Training Related Job Preparation



QUESTION 23 Which reason best describes why your work or job is not related to your program: No longer interested in this field, No jobs available, Not qualified for related jobs, or Other reasons?

REASON JOB NOT TRAINING RELATED

When presented with a list of reasons employment was not training related, 14 of the 29 Visible Minority respondents indicated *No Jobs Available* (48%). Table 12 lists all of the reasons for both groups.

Table 12: Reasons Why Work or Job Not Training Related

	1997 Visible Minority Graduates		1997 Non-Visible Minority Graduates		1996 Visible Minority Graduates	
	#	%	#	%	#	%
No longer interested in this field	3	10.3	30	10.8	0	0.0
Not qualified for related job	2	6.9	18	6.5	1	7.1
No jobs available	14	48.3	105	37.8	9	64.3
Other reasons	10	34.5	125	45.0	4	26.7
Total	29	100.0	278	100.0	14	100.0

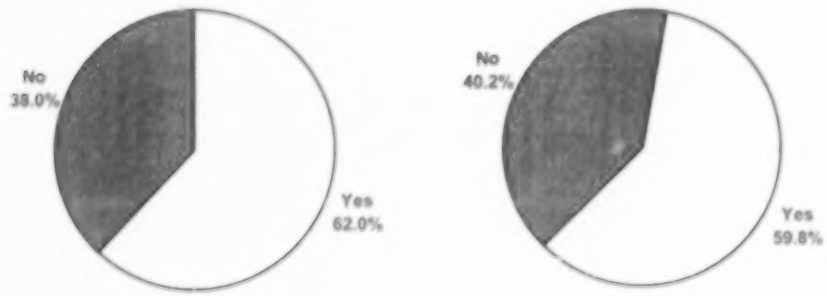
NOT EMPLOYED

QUESTION 24 Have you worked at all since completing your training program?

WORKED AT ALL

For Visible Minority graduates, 62% of unemployed respondents indicated they had worked at some time since completing their program. For Non-Visible Minority graduates, the percentage is 60%. Figure 4 compares the two groups.

Figure 4: Worked at All



Visible Minority Graduates (n=21)

Non-Visible Minority Graduates (n=241)

QUESTION 25 Was this work directly related to the education and training you received in your program?

PREVIOUS WORK DIRECTLY RELATED

Of the unemployed respondents who indicated they had worked at some time, 23% of Visible Minority respondents indicated the work was not training related. Of the Non-Visible Minority respondents, only 35% indicated the work was not directly related to their training. Table 17 illustrates these numbers.

Table 17: Previous Work Directly Related to Training

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Yes	10	77.0	1	16.7	93	65
No	3	23.0	5	83.3	51	35
Total	13	100.0	6	100.0	144	100.0

QUESTION 26 Was this Full Time or Part Time employment?

Of the unemployed respondents who indicated they had worked at some time, 62% of Visible Minority respondents indicated the work was full time and 38% indicated the work was part time.

QUESTION 27 Are you scheduled to return to work in the future?

SCHEDULED TO RETURN TO WORK

Graduates not working were asked if they were scheduled to return to work. Fifty percent of Visible Minority graduates and 38% of Non-Visible Minority graduates indicated they were scheduled to return to work. Table 14 illustrates these numbers and shows a similar trend from 1996 for Visible Minority graduates.

Table 14: Scheduled to Return To Work

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Yes	6	50.0	2	33.3	54	38.3
No	6	50.0	4	66.7	87	61.7
Total	12	100.0	6	100.0	141	100.0

QUESTION 28 Are you actively looking for work?

Table 15 illustrates the responses to the question of whether the non-working graduates were looking for work or not. More Visible Minority graduates responding indicated they were not looking for work than Non-Visible Minority graduates. Compared to last year, the percentage of graduates increased for those Not Looking for Work.

Table 15: Non-working Respondents Looking or Not Looking for Work

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Looking for work	12	57.1	5	62.5	112	46.3
Not looking for work	9	42.9	3	37.5	130	53.7
Total	21	100.0	8	100.0	242	100.0

UNEMPLOYED or NOT IN THE LABOR FORCE

This question distinguishes non-working respondents into 2 groups. One group is those respondents who are **looking for work** and is classified as **Unemployed**. The other group is those respondents who are **not actively looking for work** and is classified as **Not In The Labor Force**. Using Statistics Canada definitions, the Labor Force is defined as those people Employed and those people Unemployed (i.e. actively looking for work). The Unemployment Rate is the ratio of those Unemployed to the Labor Force. The Unemployment Rate for Visible Minority graduates is 7.0%. For Non-Visible Minority graduates the Unemployment rate is 9.4%. Table 16 illustrates the Unemployment Rate for Visible Minority and Non-Visible Minority graduates.

Table 16: Unemployment Rate

	1997 Visible Minority Graduates	1996 Visible Minority Graduates	1997 Non-Visible Minority Graduates
Employed	115	57	1507
Unemployed (looking for work)	12	5	112
Labor Force (employed + unemployed)	127	62	1619
Unemployment Rate (unemployed/labor force)	9.4	8.1	6.9

QUESTION 29 Which of the following best describes the reason you have been unsuccessful in finding a job: Employment is seasonal, Require further training, No jobs in desired location, Not enough experience, No jobs available at all, or Other reasons?

REASON UNEMPLOYED

For Non-Visible Minority graduates the most common reason given for being unemployed was *No jobs is desired location.* For Visible Minority graduates the most common reasons for being unemployed were *Other reasons.* Table 17 lists all the reasons and percentages for both groups.

Table 17: Reasons Unsuccessful in Finding a Job

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Employment is seasonal	1	8.3	1	20.0	12	10.8
Require further training	2	16.7	0	0.0	8	7.2
No jobs in desired location	1	8.3	1	20.0	33	29.7
Not enough experience	1	8.3	1	20.0	28	25.2
No jobs available at all	2	16.7	1	20.0	14	12.6
Other reasons	5	41.7	1	20.0	16	14.4
Total	12	100.0	5	100.0	111	100.0

QUESTION 30 Which of the following best describes your reason for not looking for work: Returned to school, Family responsibilities, Health/Disability, Given up looking, or Other reasons?

REASON NOT IN LABOR FORCE

Table 18 shows both Visible Minority and Non-Visible Minority graduates' main reason for not being in the labor force was that they chose *Returned to school.*

Table 18: Reasons Not Looking for Work

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Returned to school	6	66.7	1	33.3	92	70.8
Family responsibilities	2	22.3	0	0.0	24	18.5
Health/Disability	0	0.0	1	33.3	8	6.2
Given up looking	0	0.0	0	0.0	0	0.0
Other reasons	1	11.0	1	33.3	6	4.6
Total	9	100.0	3	100.0	130	100.0

EDUCATION

QUESTION 31 Are you enrolled in any education or training program at present?

IN ANY EDUCATION NOW

Sixteen percent of 136 Visible Minority respondents indicated enrollment in a program. Seventeen percent of 1,757 Non-Visible Minority respondents indicated they were enrolled in an education or training program.

QUESTION 32 Which of the following best describes what type of program it is: Further training in the same SIAST program, Other SIAST program, A University program, Another post-secondary program, or Some other program?

EDUCATION TYPE

Thirty-one percent of Visible Minority graduates enrolled in a program indicated a SIAST program. This compares with 42% of Non-Visible Minority graduates. Last year, 46% of Visible Minority graduates indicated enrolment in a SIAST program. Table 19 lists the types of programs enrolled in for Visible and Non-Visible Minority graduates.

Table 19: Type of Program Currently Enrolled In

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Same SIAST program	4	18.2	3	23.1	65	21.5
Other SIAST program	3	13.6	3	23.1	63	20.9
University program	8	36.4	3	23.1	90	29.8
Other post-secondary program	3	13.6	1	7.7	27	8.9
Other program	4	18.2	3	23.1	57	18.9
Total	22	100.0	13	100.0	302	100.0

QUESTION 33 What is the name of this program?

The following table alphabetically lists the names of the SIAST programs Visible Minority graduates indicated they were enrolled in. Note that there may be more than one graduate in a particular program. There are 22 Visible Minority graduates in the following SIAST programs.

Table 20: Program Names Visible Minority Graduates Currently Enrolled In

Program Name	
Early Childhood Development	Computer Information Systems
Emergency Medical Technician Paramedic	Occupational Therapy/Physical Therapy Assistant
Carpentry	Human Resource Manager
Electrician	Accounting Clerk
Diploma Nursing	

DEMOGRAPHICS

QUESTION 34 Gender

GENDER

The proportion of male to female Visible Minority graduates is the same 50/50 split as in 1996. Females in the Non-Visible Minority category are slightly larger than in 1996. Table 21 illustrates these numbers.

Table 21: Gender Distribution

	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Male	68	50.0	34	50.7	782	44.5
Female	68	50.0	33	49.3	975	55.5
Total	136	100.0	67	100.0	1757	100.0

QUESTION 35 How old were you last June 30?

AGE

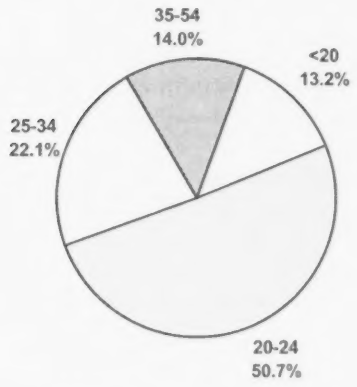
On average, Visible Minority graduates are older than Non-Visible Minority graduates. Table 22 illustrates the minimum, maximum and mean (average) age of respondents, as well as the distribution of ages in categories. The average age for Visible Minority graduates was 25.4 years. For Non-Visible Minority graduates it was 25.1 years.

Table 22: Age Distribution

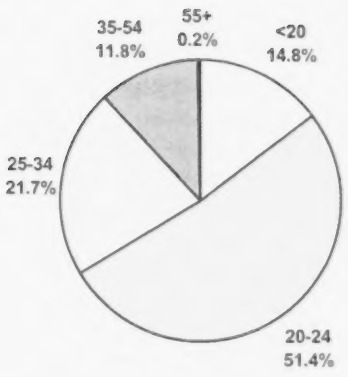
	1997 Visible Minority Graduates		1996 Visible Minority Graduates		1997 Non-Visible Minority Graduates	
	#	%	#	%	#	%
Minimum age	18		17		17	
Maximum age	53		50		59	
Mean age (average)	25.4		28.5		25.1	
Less than 20 years of age	18	13.2	5	7.6	262	15.0
20 - 24 years of age	69	50.7	30	45.5	909	52.0
25 - 34 years of age	30	22.1	13	19.7	384	22.0
35 - 54 years of age	19	14.1	18	27.3	209	12.0
55 years of age and older	0	0.0	0	0.0	3	0.2
Total	136	100.0	66	100.0	1749	100.0

Figure 5 illustrates the difference in age distribution between Visible and Non-Visible Minority graduates. The proportion of young Visible Minority graduates is less than the proportion of young Non-Visible Minority graduates. Sixty-four percent of Visible Minority graduates were under 25 compared with 67% of Non-Visible Minority graduates. The proportion of older Visible Minority graduates is more than the proportion of older Non-Visible Minority graduates. Slightly over 14% of Visible Minority graduates were over 35 as compared with 12% of Non-Visible Minority graduates. This distribution confirms the difference in average ages.

Figure 5: Age Distribution



Visible Minority Graduates (n=136)



Non-Visible Minority Graduates (n=1749)

QUESTION 36 Are you of Aboriginal ancestry?

QUESTION 37 Do you consider yourself: Status/Treaty Indian, Metis, Non-Status Indian, or Inuit?

The design of the survey questionnaire was intended not to have any Aboriginal respondents indicate they were members of a Visible Minority. This was done because the definition of Visible minority clearly excludes people of Aboriginal ancestry.

ABORIGINAL ANCESTRY

QUESTION 38 Do you consider yourself a member of a visible minority?

This question is the key identifier in splitting the data into either Visible or Non-Visible Minority respondents. Of the 1,757 graduates responding, 136 indicated they were members of a visible minority (4%).

VISIBLE MINORITY

QUESTION 39 Do you consider yourself Disabled?

Of the 136 Visible Minority graduates responding, 12 indicated they were Disabled (9%). Of the 1,757 Non-Visible Minority graduates responding, 63 indicated they were Disabled (4%).

DISABLED

CONCLUSION

By looking at the results of this survey, the following general statements regarding the Visible Minority graduates can be made:

- present at all campuses and in all divisions;
- felt their training program had met their expectations and highly rated their training;
- applied on average for slightly more employment opportunities than Non-Visible Minority graduates;
- had lower employment and higher unemployment rates than Non-Visible Minority graduates;
- worked primarily in Regina;
- earned on average a higher full time training related monthly salary than Non-Visible Minority graduates;
- full time employment is slightly less than Non-Visible Minority graduates.
- more likely to be self employed than Non-Visible Minority graduates;
- of those not working, more likely to have completed some work than Non-Visible Minority graduates; and,
- were older on average than the Non-Visible Minority graduates.

Compared to last year, the Visible Minority graduates improved in the following areas:

- greater presence at the campuses;
- lower average number of employment opportunities applied for;
- higher number employed full time;
- higher unemployment rates;
- higher number in training related employment; and,
- higher percentage scheduled to return to work.

APPENDIX A - REFERENCES

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